



Mag. Robert Vitek

My favorite concept in consulting “reintroduction of uncertainty into the mechanisms of uncertainty absorption” points to a key dilemma of leadership: decide the undecidable!

Current positions and responsibilities

- Consultant at osb Wien Consulting GmbH
- Organizational consultant and management trainer, specialized in providing support during change and organizational development projects, implementation of HRD systems, potential assessment, introduction of teamwork
- Management training, supervision, and coaching

Recent consulting activities

- Consulting and support during change processes in the area of human resources development
- Assessment of executive potential, coaching of executives
- Implementation of learning architectures
- Team building and supervision, team training
- Implementation and training of performance reviews
- Open seminars with thematic focus on “management of teams and groups,” communication, conflict resolution, etc.
- Group dynamics

Professional background

- Studies in sociology and economics at the University of Vienna and studies in philosophy at the Institute for Interdisciplinary Research and Education (IFF)
- Commissioned lecturer for group dynamics on the subject of psychodrama at the Austrian Association for Group Psychotherapy and Group Dynamics (ÖAGG); Teacher training for group dynamics at the Austrian Society for Group Dynamics and Organizational Consulting (ÖGGO)
- Supervisor at the Austrian Association for Group Psychotherapy and Group Dynamics (ÖAGG)
- Commissioned lecturer for group dynamics at the University of Klagenfurt
- Commissioned lecturer for teambuilding in the Sociology Department, University of Vienna

“Change projects aim to re-establish equilibrium within organizations. Designing and implementing them in a careful and compatible manner is not only the means and necessary condition for their success, but also an end in itself!”

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